

**IN THE UNITED STATES DISTRICT COURT  
FOR THE EASTERN DISTRICT OF PENNSYLVANIA**

BRANDON PAINE, on behalf of  
himself individually and on behalf of  
those similarly situated,

Plaintiff,

v.

IKEA HOLDING US, INC., et al.,  
Defendants.

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CIVIL ACTION

No. 2:19-cv-00723-AB

**ORDER**

**AND NOW**, this 23rd day of January, 2020, it is **ORDERED** that IKEA's Partial Motion to Dismiss Plaintiff's First Amended Complaint (ECF No. 18) is **GRANTED IN PART AND DENIED IN PART**, as follows:

1. The motion is **GRANTED** as to the disparate impact claims based on the Leadership Development Policy, Screening Interview Policy, and Diversity Policy (First Amended Complaint Count II, ¶ 145(c)-(e), ECF No. 17). The disparate impact claims based on the Leadership Development Policy, Screening Interview Policy, and Diversity Policy of Plaintiff's First Amended Complaint are **DISMISSED WITH PREJUDICE**.
2. The motion is **DENIED WITHOUT PREJUDICE** as to the Potential Policy and the Relocation Policy (First Amended Complaint Count II, ¶ 145(a), (b)). IKEA may raise its arguments again at the summary judgment stage.

S/ ANITA B. BRODY, J.  
ANITA B. BRODY, J.

Copies **VIA ECF** on 01/23/2020 to:

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